

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK**

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GUARINO LEON GUZMAN, et al.,	:	
	:	
Plaintiffs,	:	
	:	16 Civ. 7871
- against -	:	
	:	<u>ORDER</u>
SABSON LLC, et al.,	:	
	:	
Defendants.	:	
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On October 7, 2016, Guarino Leon Guzman and Elideth Mendoza Herrera (“Plaintiffs”) filed a complaint against Sabson LLC, Sonya Kachouh, and Sabeh Kachouh (“Defendants”) for alleged violations of the Fair Labor Standards Act of 1938, 29 U.S.C. § 201 *et seq.* (“FLSA”), and the New York Labor Law §§ 190 *et seq.* and 650 *et seq.* On December 13, 2016, Plaintiffs filed an amended complaint adding state and municipal claims for sex discrimination and hostile work environment/sexual harassment. Following several efforts to settle the case, on November 23, 2020, the parties agreed to settlement terms during a conference before the Court. On July 20, 2021, Plaintiffs submitted a Settlement Agreement (“Settlement Agreement”), executed by Plaintiffs and Defendants, to the Court for its approval, as required by *Cheeks v. Freeport Pancake House, Inc.*, 796 F.3d 199 (2d Cir. 2015).

Having reviewed, among other things: (1) the Complaint; (2) the Amended Complaint; (3) the Court’s determinations and orders in this case; (4) the transcripts of numerous status conferences and settlement conferences; (5) the Settlement Agreement; (6) Plaintiffs’ counsel’s *Cheeks* fairness submission; and (7) Plaintiffs’ counsel’s time records and expenses, **the Court finds that the Settlement Agreement is fair and reasonable** under the factors enumerated in

Wolinsky v. Scholastic Inc., 900 F. Supp. 2d 332, 335–36 (S.D.N.Y. 2012). The Court further finds that the attorneys’ fees and costs provided for in the Settlement Agreement are reasonable. *See* 29 U.S.C. § 216(b); *see also Cheeks*, 796 F.3d at 206.

The Settlement Agreement (ECF No. 124) is approved and the Clerk is directed to close this case.

Dated: New York, New York
June 9, 2022

Handwritten signature of Richard M. Berman in black ink.

RICHARD M. BERMAN
U.S.D.J.